



EQUITY INDICATORS DASHBOARD

2016-2021

January 2022

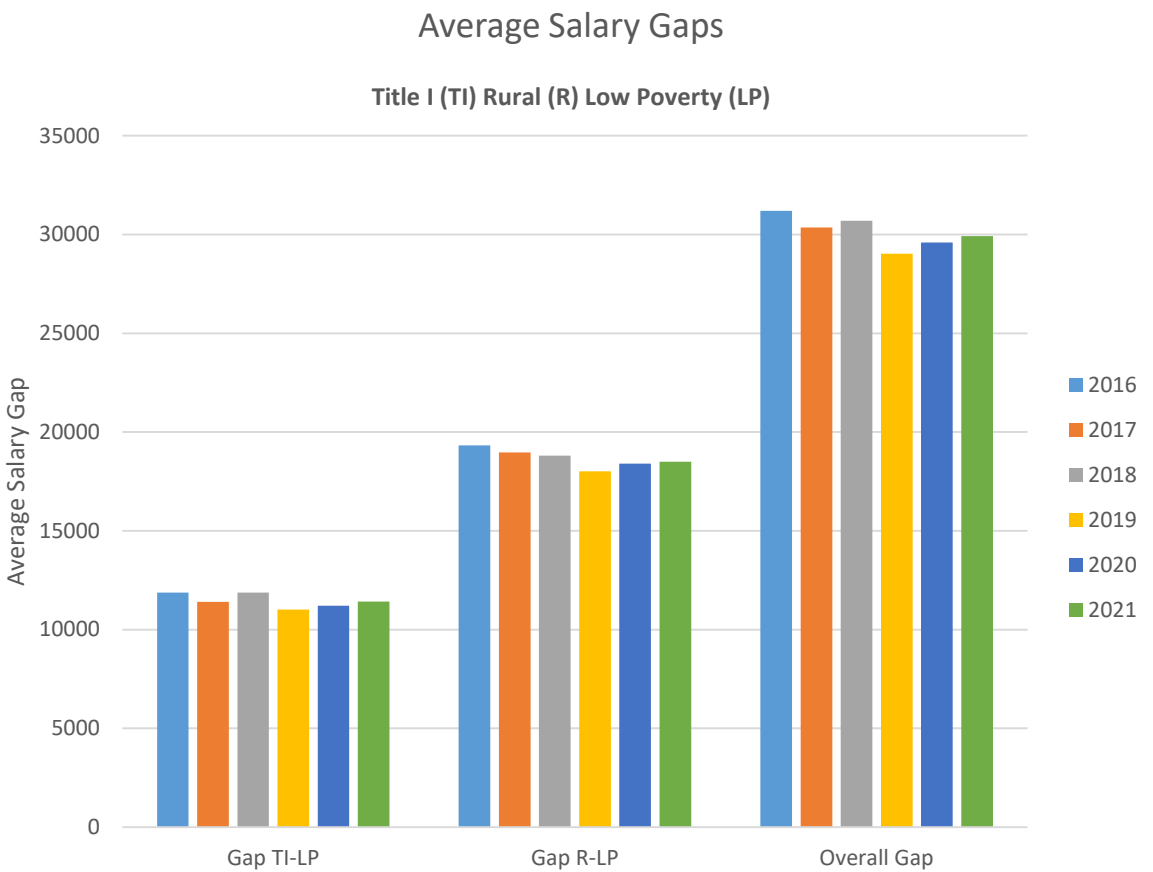
Missouri Department
of Elementary and Secondary Education



- According to the Equity Measures Chart <https://dese.mo.gov/educator-quality/equitable-access-excellent-education>, these data suggest that the learning experience of students in high-poverty(HP), high-minority(HM) and rural(R) schools compared to students in low-poverty schools(LP) is quite different. High-poverty, high-minority and rural students appear to learn from less-experienced, unqualified, out-of-field, or less-effective teachers at higher rates than occur in low-poverty schools.
- The following charts will demonstrate the gaps in various important areas of schooling.



Average Salaries

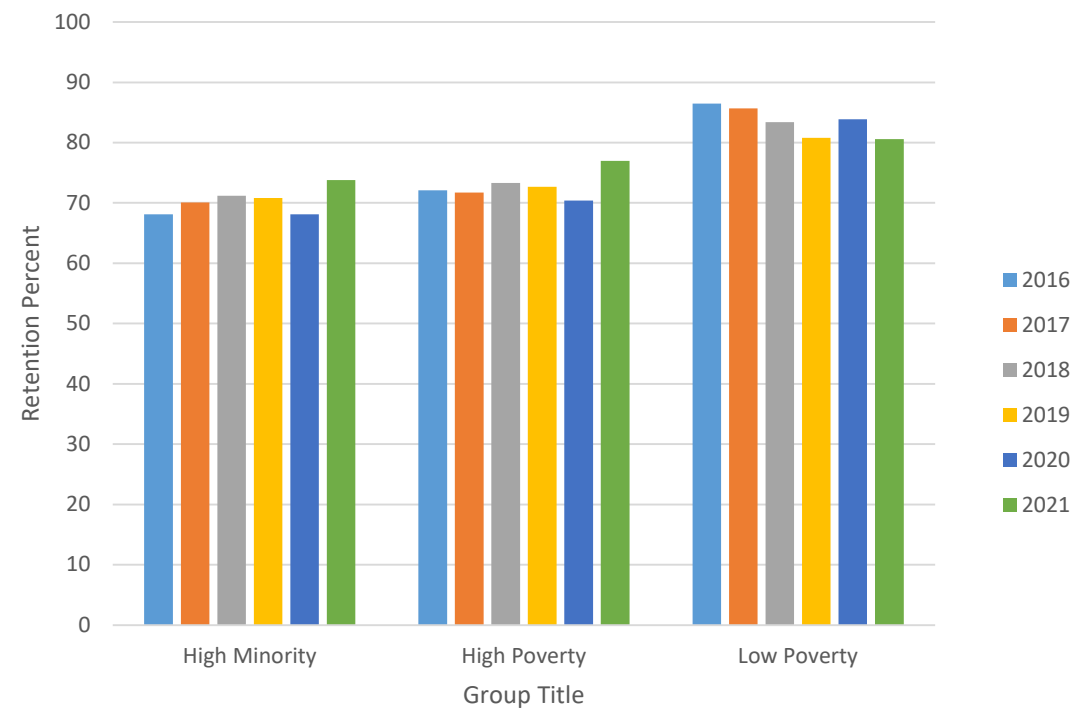




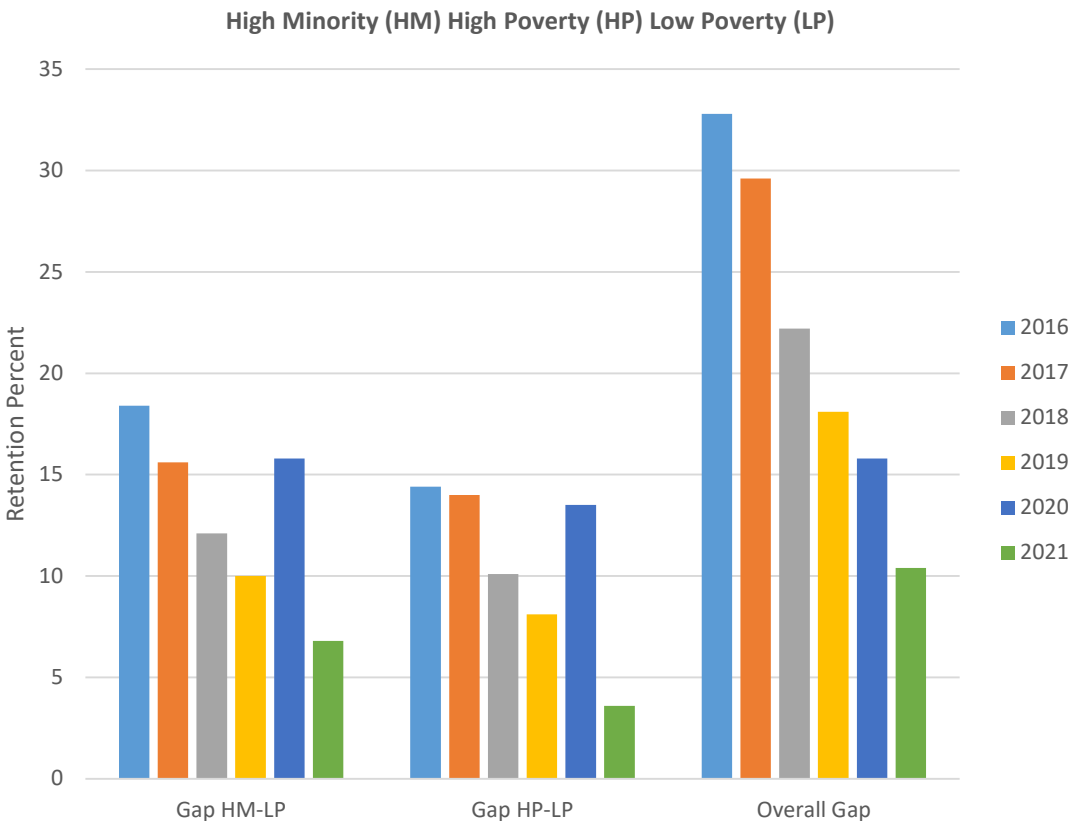
One Year Retention Rate

same school from one year to the next

One Year Retention Rate



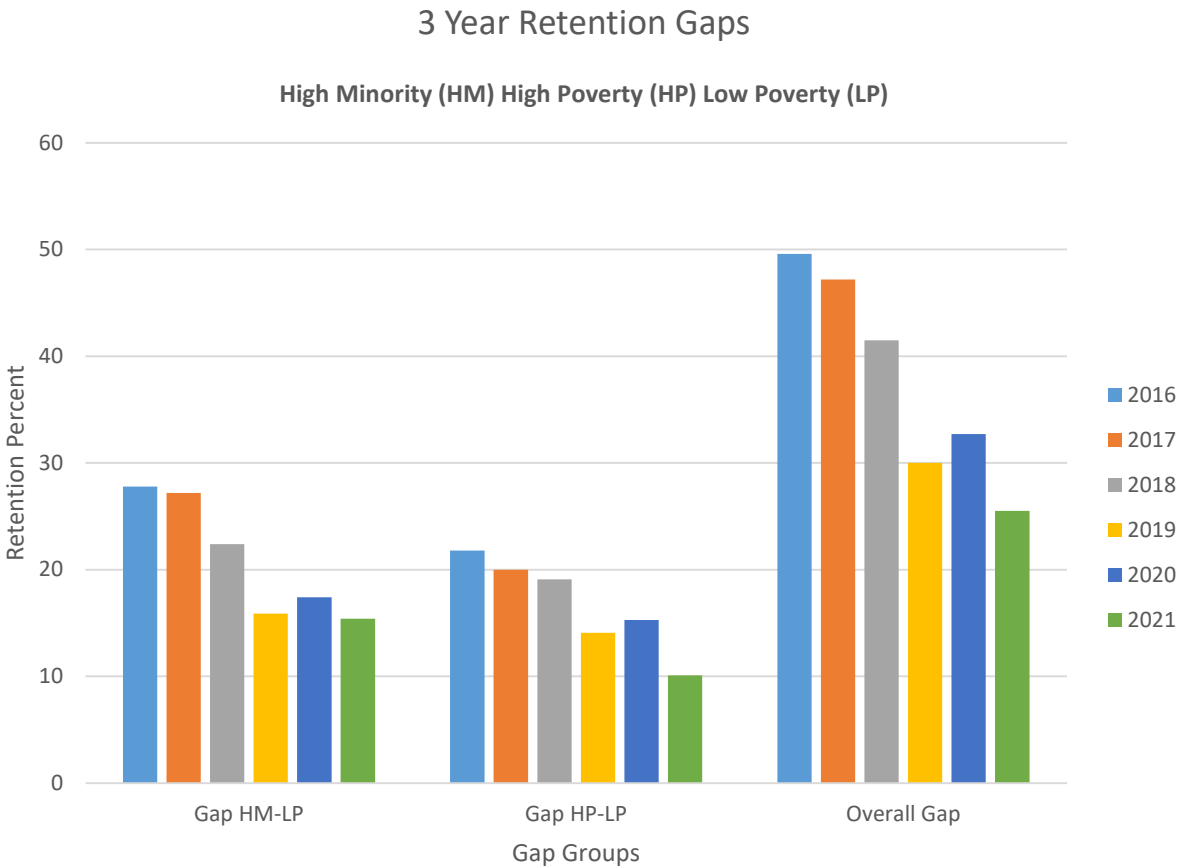
One Year Retention Rate Gaps





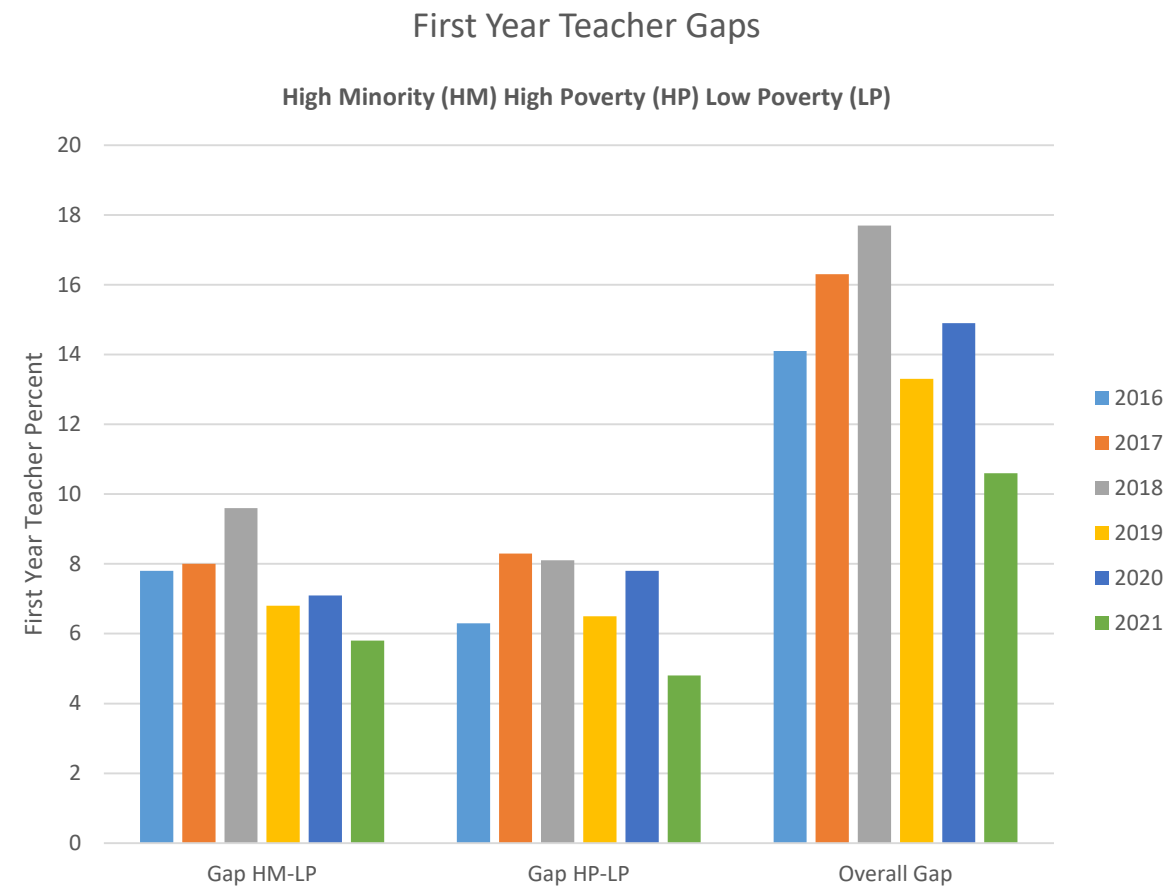
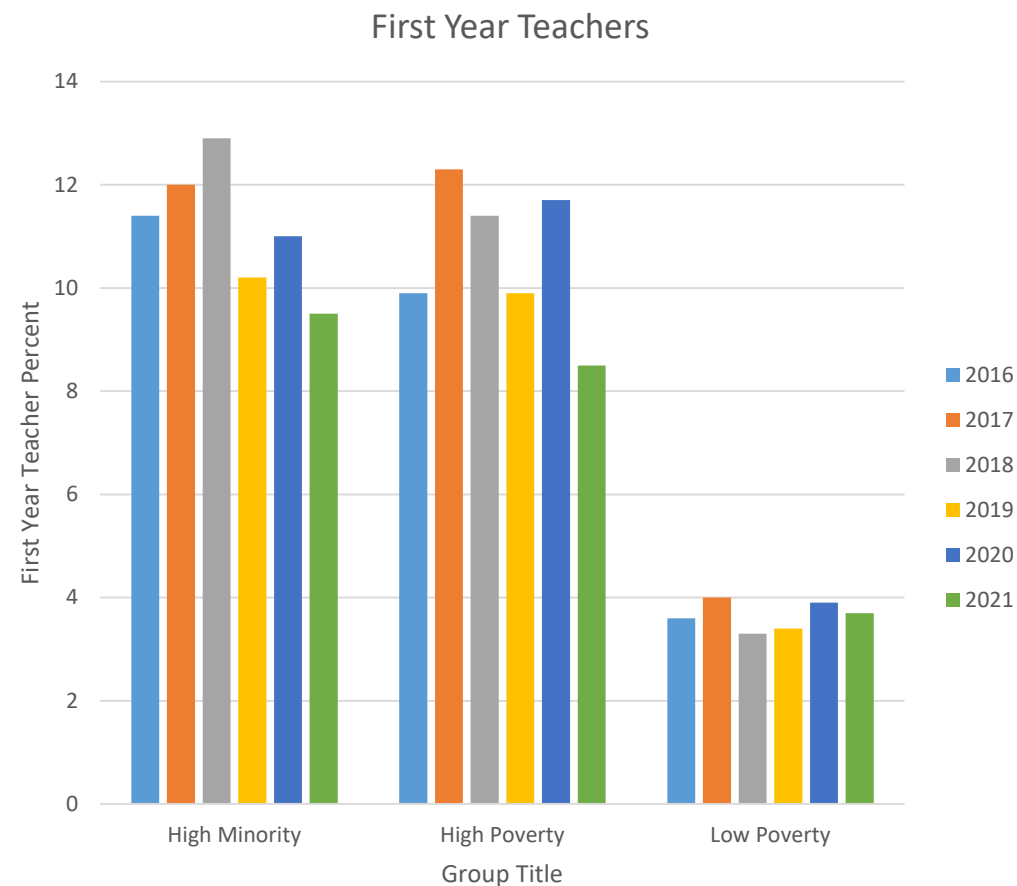
Three Year Retention Rate

same school for three consecutive years





First Year Teachers

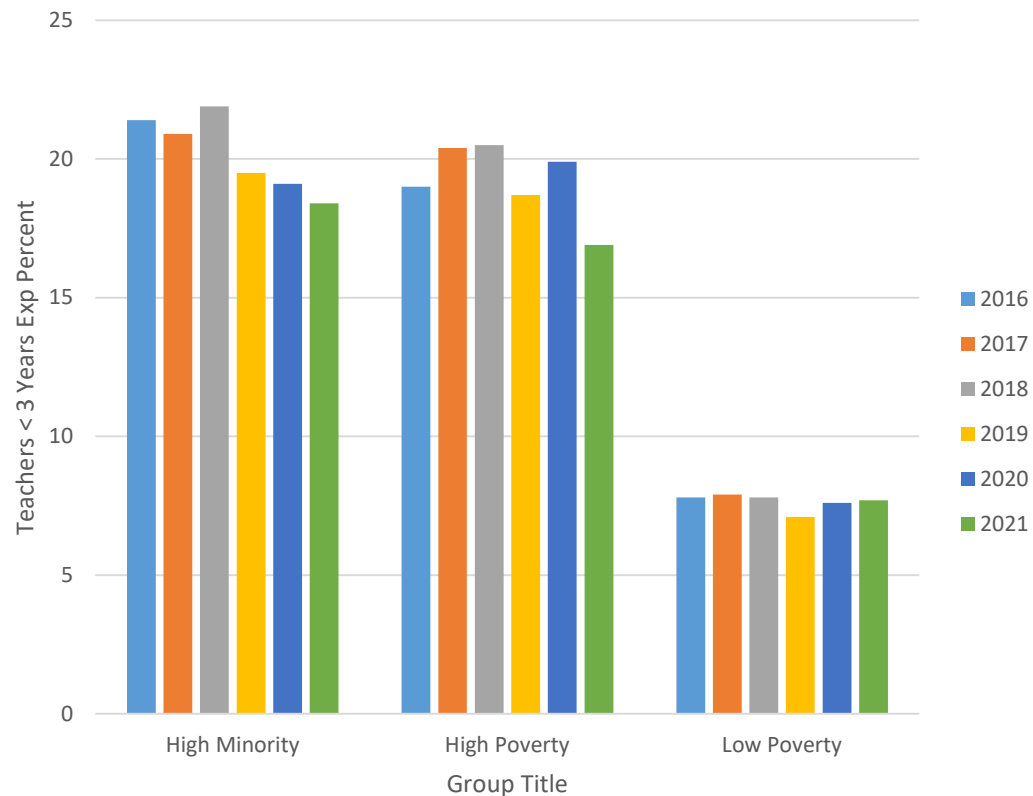




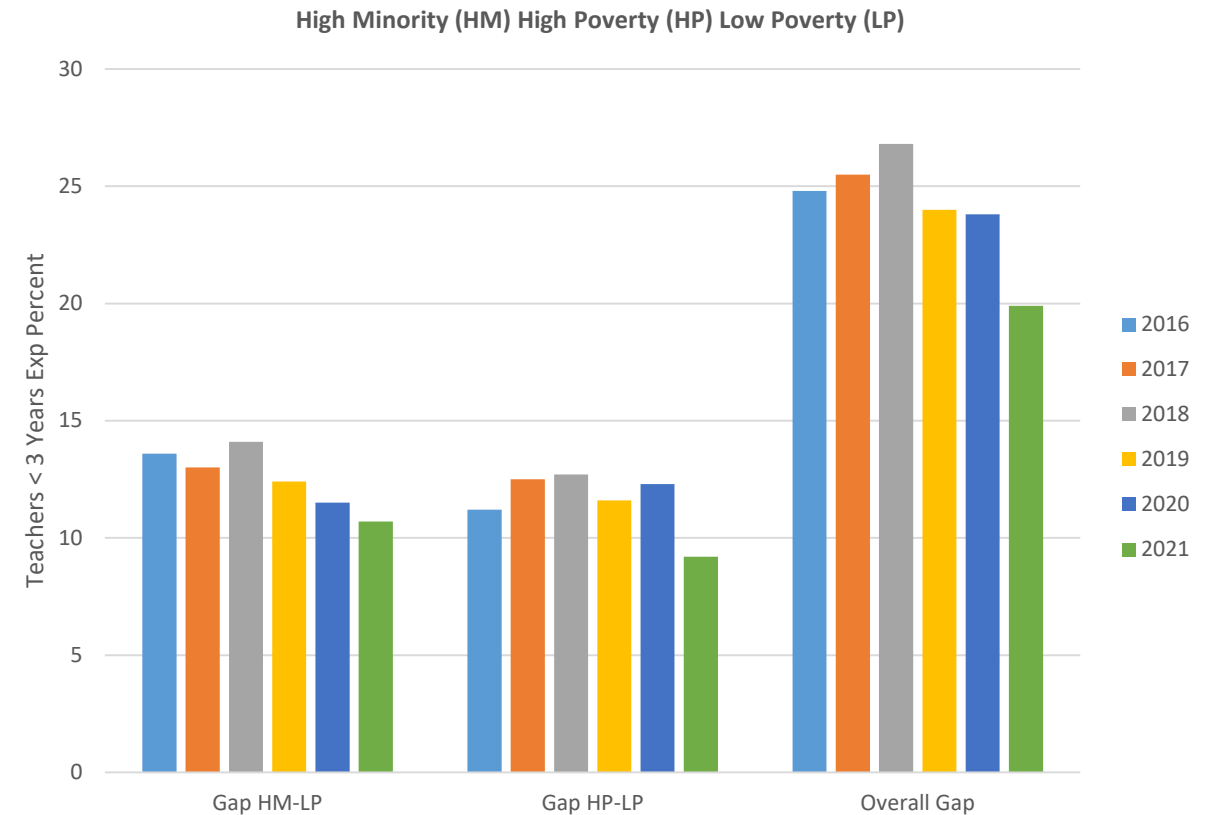
Less than 3 Years Experience

three years in any school

Teachers Less than 3 Years Experience



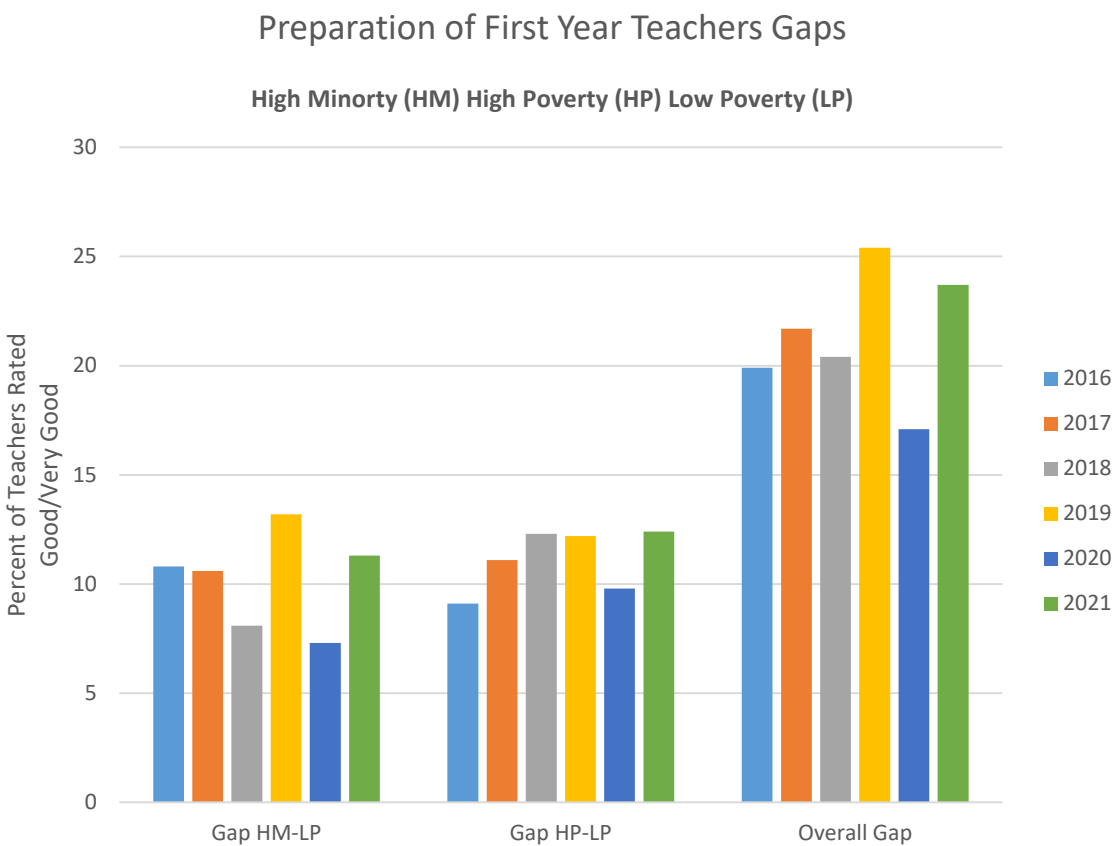
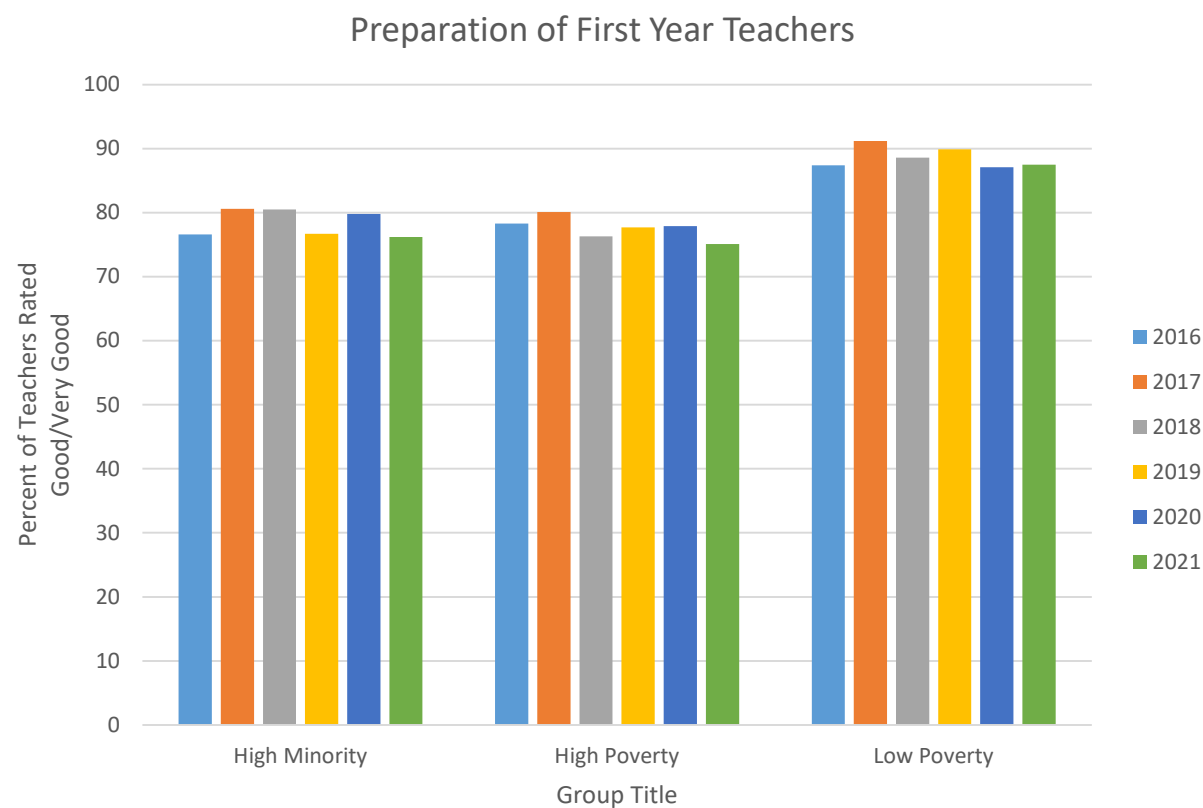
Teachers Less than 3 Years Experience Gaps





Preparation of First Year Teachers

rated the quality of their preparation as good or very good

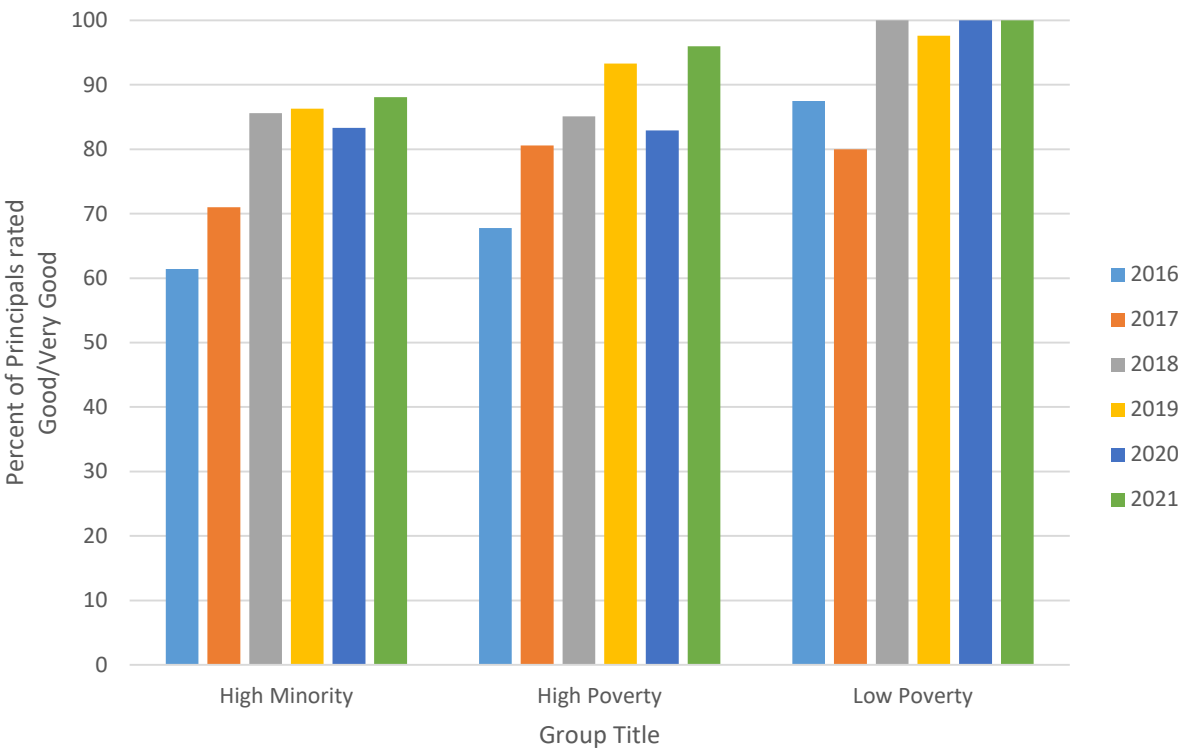




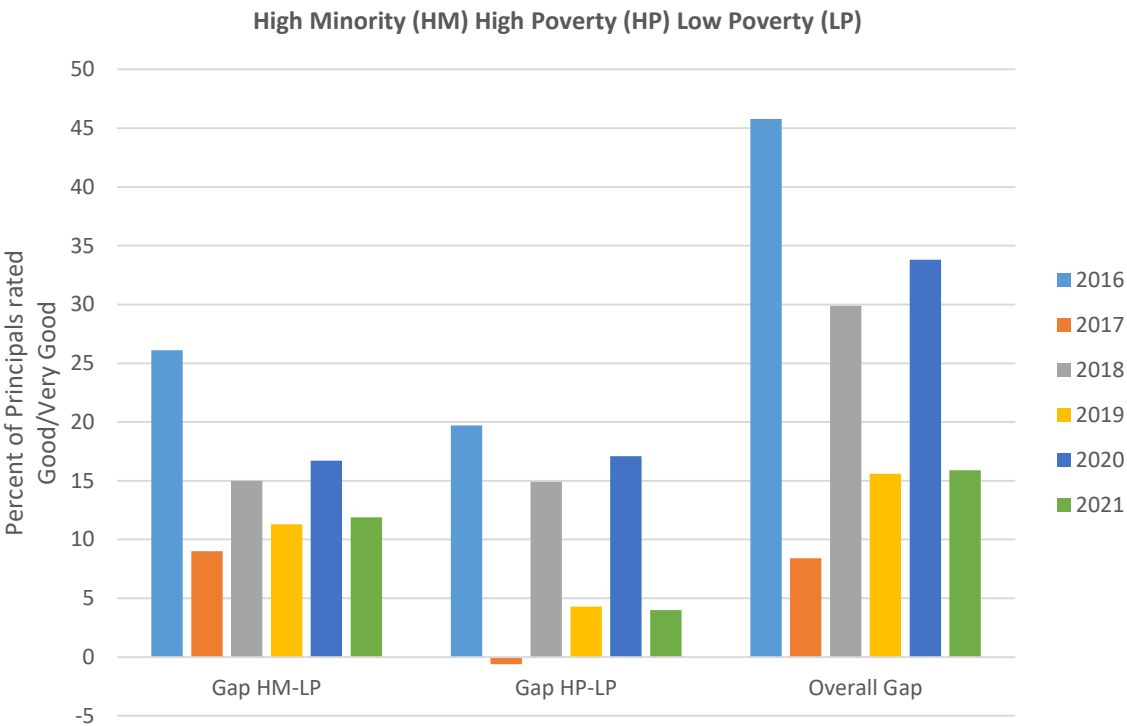
Preparation of First Year Principals

rated the quality of their preparation as good or very good

Preparation of First Year Principals



Preparation of First Year Principal Gaps

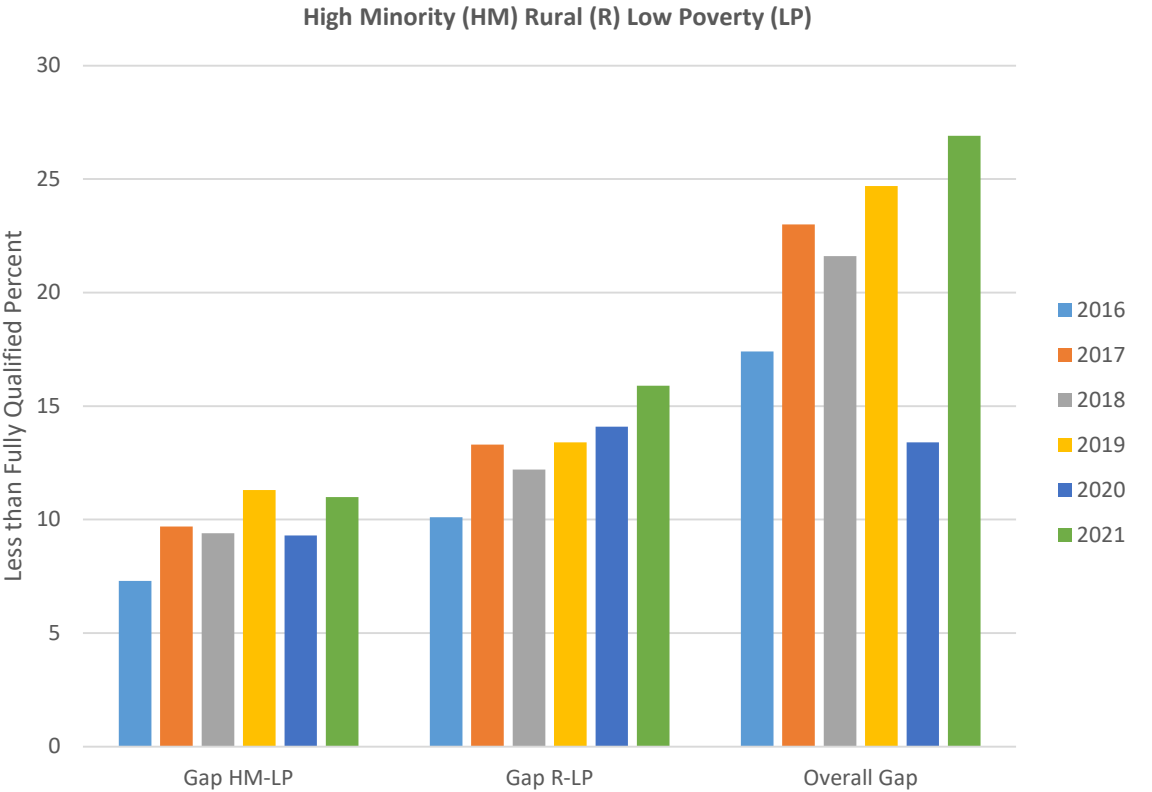
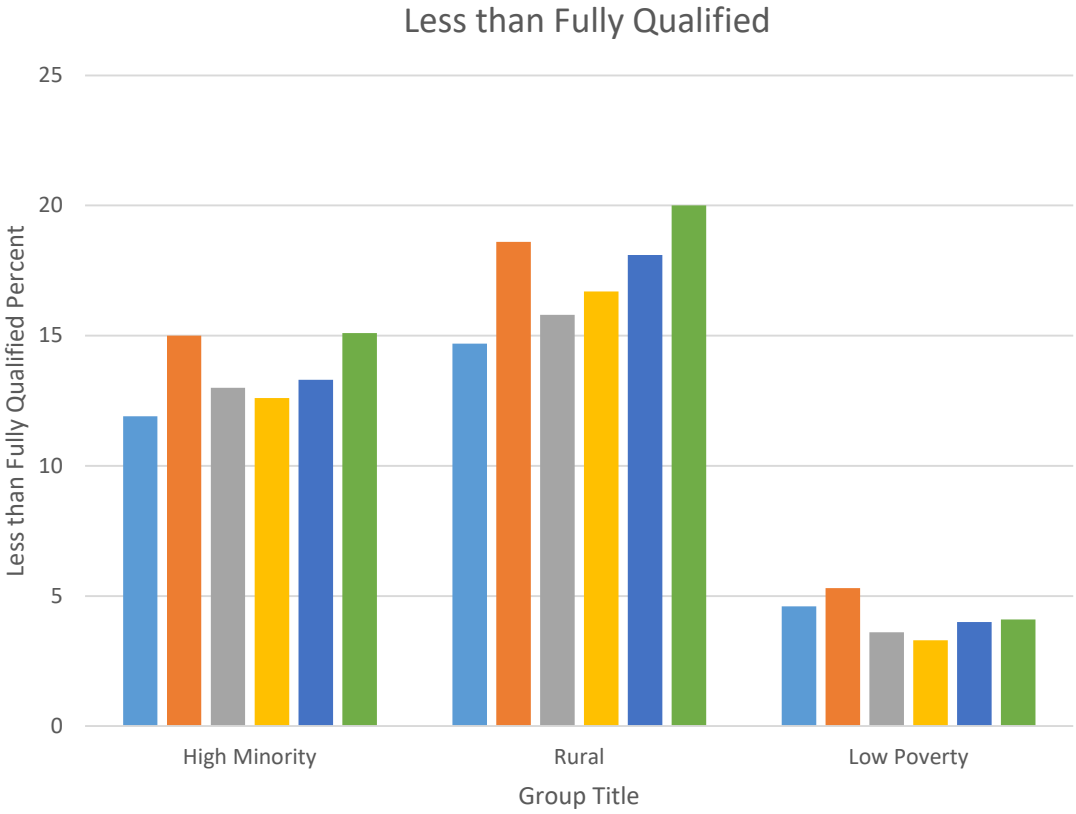




Less-than-Fully Qualified

provisional certificate OR temporary certificate OR inappropriately certified

Less than Fully Qualified Gaps

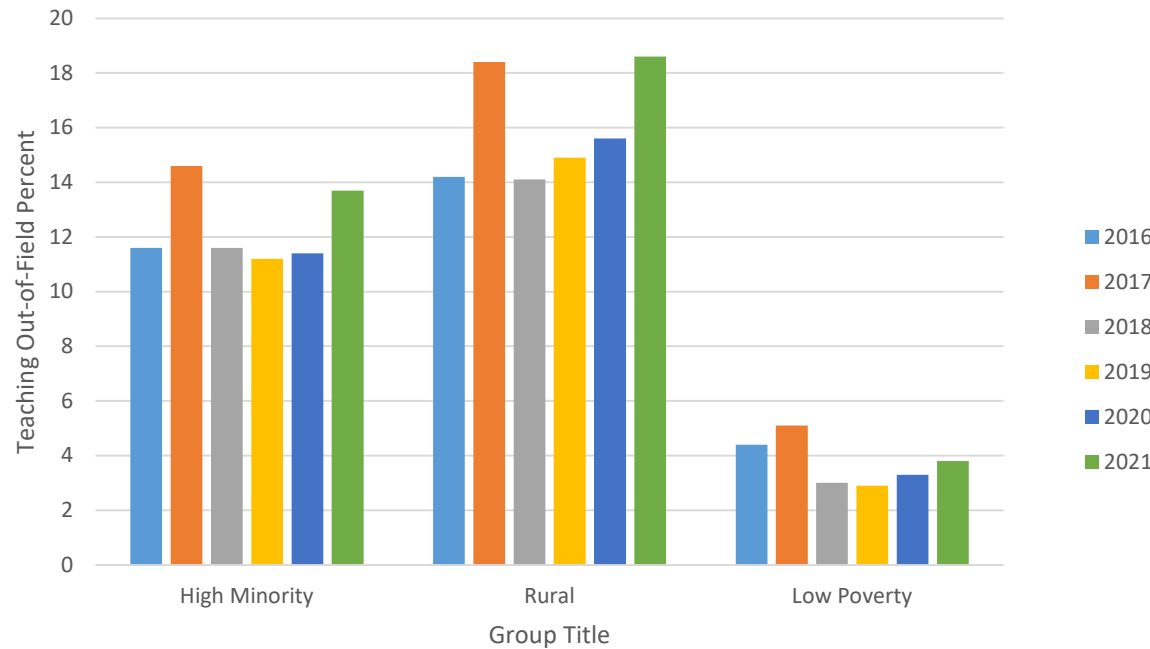




Teaching Out-of-Field

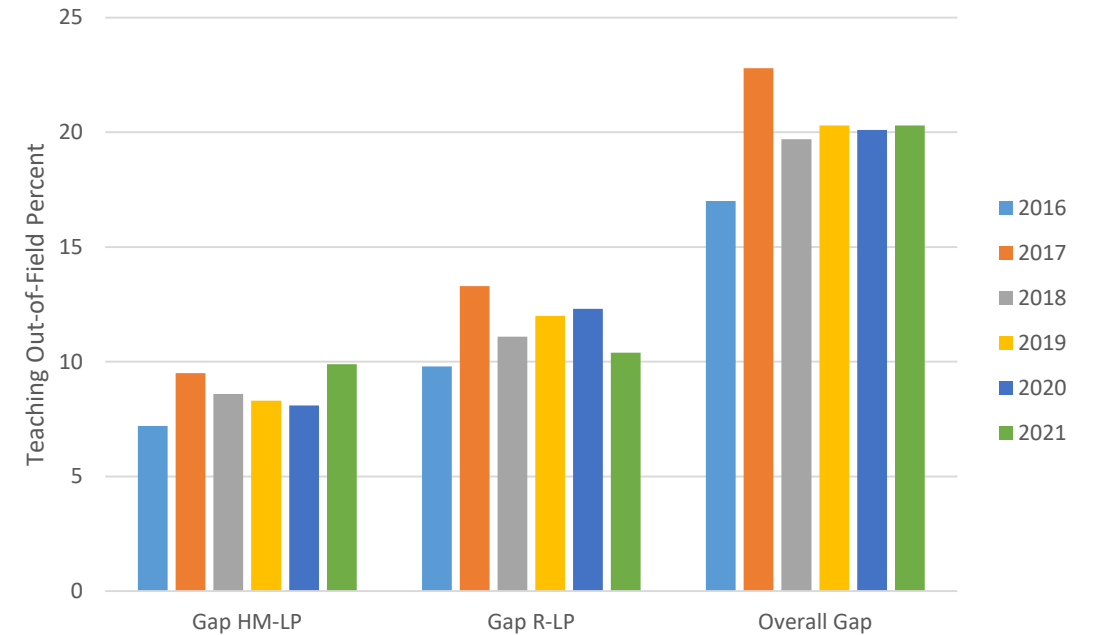
teaching at least one class in a content area for which you are not certified

Teaching Out-of-Field



Teaching Out-of-Field Gaps

High Minority (HM) Rural (R) Low Poverty (LP)





Teacher Effectiveness Index

relative level of effectiveness based on a teacher's performance rating

